

POSITION DESCRIPTION

Position name	Rowing Coach
Employment Status	Fixed Term and Casual opportunities available
Salary	Commensurate with experience
Hours	Rostered over the rowing season. Must be available to work Saturdays to support Regattas.
Key Relationships	Reporting to the Head of Rowing, the Rowing Coach works collaboratively with other coaches and College staff to support the delivery of the Rowing Program. The role requires maintaining professional and positive relationships with students, encouraging discipline, resilience and an enduring enjoyment of sport.

Our Mission:

Scotch College aims to prepare our students to make an impact.

We plan to deliver consistent, outstanding innovation in our people, programs and infrastructure on a sustainable basis, in order to provide opportunities for young people to thrive and develop the awareness, boldness and versatility to make a difference in any part of the world.

We are a forward looking, externally focused, nurturing and ambitious community driven by a powerful sense of the wellbeing of our stakeholders, so that the wellbeing of others may be enhanced. Wellbeing is embedded in everything we do, and we want our staff to be:

- able to flourish: be physically adept, mentally resilient, intrinsically motivated, highly skilled,
- practicing effective work life integration, and
- demonstrating an adaptive capability which will enable the College to confidently embrace disruption.

Key to the achievement of this vision is the College's strategy of attracting and retaining the best people whose values align with Scotch.

Objective:

Under the direction of the Head of Rowing, the Rowing Coach is responsible for delivering high-quality coaching to students, fostering skill development, teamwork, and a strong sporting culture. The role contributes to the ongoing success of the Scotch College Rowing Program, supporting students to achieve both personal and team goals.

Key Responsibility Areas

1. Coaching & Training

- Plan, deliver and review rowing training sessions in line with program objectives.
- Provide technical instruction and feedback to rowers across a range of abilities.
- Foster a positive, safe, and supportive training environment that encourages growth and commitment.

Scotch College Adelaide

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- Assist in the development of individual and crew-based performance plans.
- Monitor athlete wellbeing, development, and progression throughout the season.

2. Competition & Events

- Prepare crews for regattas, camps, and other rowing events.
- Provide leadership, coaching, and supervision during competitions and trips.
- Ensure students represent the College with sportsmanship and integrity.
- Assist with regatta logistics, including equipment management, preparation and supervision.

3. Work Health Safety and Wellbeing

- Follow the Rowing Safe Operating procedure at all times.
- Support the safe setup, use, and storage of rowing equipment.
- Promote safe practices in all training and competition activities, both on and off the water.
- Take reasonable care for personal health and safety and cooperate with actions taken to protect others.
- Promptly report all accidents, incidents, and hazards.
- Comply with all Scotch College WHS guidelines and policies.
- Ensure that all equipment is in safe working order.

4. General

- Undertake other responsibilities as requested by the Head of Rowing (or delegate).

Key Selection Criteria: Qualifications, Skills and Experience

Qualifications, Skills & Experience

- Demonstrated experience coaching rowing at school, club, or representative level.
- Strong technical knowledge of rowing, coaching principles, and athlete development.
- Current Rowing Australia Coaching Accreditation (or willingness to obtain).
- Current First Aid and CPR certification.
- Current Boat Licence (or willingness to obtain)
- Knowledge of safe water practices and risk management in rowing.

Key Selection Criteria: Personal Attributes

- Ability to engage, inspire, and motivate young people.
- Strong interpersonal skills and ability to build positive relationships with students, staff, and parents.
- Collaborative approach to working within a team environment.
- Commitment to student wellbeing and personal development alongside sporting performance.
- Enthusiastic, approachable, and resilient.

Conditions of Employment

- All applicants must be eligible to work in Australia.
- All staff must have a valid South Australia Working with Children Check, RRHAN-EC mandatory notification training (both Fundamentals & Masterclass), Protective Practices Training, First Aid training with annual CPR update.
- All staff must satisfy child protection screening and adhere to Scotch's Child Protection policy and procedures.
- All staff must ensure compliance with the College Privacy Policy when collecting, accessing, or retaining data.



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Finally

No position description can capture the complexity of tasks within a College. Therefore, this position description should not be limiting and some flexibility is required when using it for reference. There will be other tasks, not described above, that may be given to this position from time-to-time. All positions evolve and change over time, and the College commits to regularly review and update position descriptions to accurately reflect the contribution of employees.

Scotch College is a child-safe organisation and committed to the safety and wellbeing of children and young people. We undertake appropriate screening and suitability assessments to determine the commitment of applicants to supporting child safety and wellbeing values in practice.

Further, in applying for this role you are asserting the accuracy and integrity of your application, including the full disclosure of any matter that may be inconsistent with the safety and wellbeing of young people, or bring the College into disrepute.



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